

ALASKA STATE COMMISSION FOR HUMAN RIGHTS
800 A Street, Suite 204
Anchorage, Alaska 99501-3669
(907) 276-7474 FAX (907) 278-8588

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BEFORE THE ALASKA STATE COMMISSION FOR HUMAN RIGHTS

ALASKA STATE COMMISSION FOR)
HUMAN RIGHTS, MARTI BUSCAGLIA,)
EXECUTIVE DIRECTOR, *ex rel.*)
JETTA HAYNES,)
)
Complainant,)
)
v.)
)
NAOMI AND JUNG LEE, d/b/a)
LILY'S FAMILY RESTAURANT,)
)
Respondents.)
_____)



ASCHR Nos. J-16-003;
J-16-007
OAH No. 16-1507-HRC

FINAL ORDER

The Hearing Commissioners, in accordance with AS 18.80.130 and 6 AAC 30.480, hereby adopt the Administrative Law Judge's Recommended Decision dated July 24, 2017 in its entirety. Accordingly, the Hearing Commissioners find that Respondent violated AS 18.80.220(a) by subjecting the Complainant to a hostile work environment because of her sex and by constructively discharging her from employment because of her sex.

The Commission directs the following remedy: (a) back pay in the amount of \$15,179.18 with interest accruing from July 24, 2017 to the present pursuant to 6 AAC 30.480(b); (b) Respondent shall undergo approved training on the prevention of sexual harassment, sex discrimination, and illegal retaliation pursuant to the terms of the Recommended Decision; (c) Respondent shall refrain from engaging in

FINAL ORDER – Page 1

ASCHR, Marti Buscaglia, Executive Director, ex rel. Jetta Haynes v. Naomi and Jung Lee, d/b/a Lily's Family Restaurant, ASCHR No. J-16-003 and J-16-007, OAH No. 16-1507-HRC

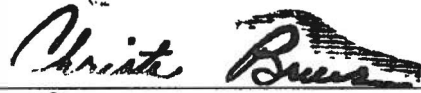
Hearing Unit
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1 future violations of AS 18.80; and (d) Respondent shall provide approved training
2 to its employees on the right to a discrimination free workplace.
3

4 Judicial review is available to the parties pursuant to AS 18.80.135 and AS
5 44.62.560-.570. An appeal must be filed with the superior court within 30 days
6 from the date this Final Order is mailed or otherwise distributed to the parties.
7

8
9 IT IS SO ORDERED.

10
11 DATED: September 28, 2017



Christa Bruce, Commissioner

12
13 DATED: September 28, 2017



Grace Merkes, Commissioner

14
15 DATED: September 28, 2017



Brandon Nakasato, Commissioner

1 **CERTIFICATE OF SERVICE**

2 I certify that on September 28, 2017, a true
3 and correct copy of the **FINAL**
4 **ORDER** was mailed or delivered to
5 the following parties:

6 Stephen Koteff, Human Rights Advocate
7 Alaska State Commission for Human Rights
8 800 A Street, Suite 204
9 Anchorage, AK 99501 (hand delivery)


10 Respondent or Respondent's Representative

11 Naomi Lee, Owner
12 Lily's Family Restaurant
13 7701 Upper DeArmoun Road
14 Anchorage, AK 99516

15 Jung Lee, Owner
16 Lily's Family Restaurant
17 7701 Upper DeArmoun Road
18 Anchorage, AK 99516

19 and a courtesy copy to:

20 Lawrence A. Pederson, Administrative Law Judge
21 State of Alaska
22 Office of Administrative Hearings
23 550 W. 7th Avenue, Suite 1940
24 Anchorage, AK 99501

25 
26 _____
27 Shari Ketchum
28 Commission Secretary

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